

Faith Lutheran Church Council Meeting Highlights

January 21, 2019 Meeting

THE FOLLOWING IS A SUMMARY of the highlights of the January 21, 2019 Council meeting. A note at the end lists the actions taken at the January 27, 2019 Annual Congregational Meeting. If you have questions, please contact any council member.

- ◆ New council members were welcomed to the meeting. The Director of Youth Nurture position, which oversees our youngest students in the Sunday School, Vacation Bible School, and Wednesday Night Live programs, is still vacant, but it is a critical position that needs to be filled as soon as possible.
- ◆ Our Facilities Committee reported on the status of Faith Lutheran's aging HVAC system. Several units are many years beyond their expected life span and need to be replaced.
 - Comparable quotes were obtained from two companies indicating \$15k for replacement of the 3 oldest units or \$30k for the 5 oldest units.
 - The council recommended replacing the oldest 5 units and included \$31k in the 2019 budget to cover this capital expense. This number also includes spring and fall maintenance. If we can complete the replacements by March 31, 2019, we will receive \$3,000 in rebates.
- ◆ The council discussed replacing the aging office copier for \$10,500. Given the decision to replace the 5 HVAC systems, the council decided to delay the purchase, because there are no issues with the current copier.
- ◆ The new phone system became active on January 8, 2019. It will cost \$1500/year, plus a one-time expense of \$415 for the new phones. This VOIP (voice over internet protocol) system represents the same annual cost as the old phone system.
- ◆ After discussion, council members approved the 2019 budget totaling \$389,811 for presentation and approval at the Jan. 27, 2019, annual congregational meeting.
 - Including salary increases, HVAC replacement budget, and worship musician increases, this budget projects a \$11,161 deficit.
 - The council noted that without the generous volunteer work of our members (maintenance, grounds keeping, financial oversight, etc.), this healthy budget would not be possible.
- ◆ The council reviewed the Personnel Committee recommendation to start the call process for an associate pastor. The call process takes at least a year, so this person would not be on staff until 2020 or 2021.
 - Council members reviewed Faith Lutheran's annual contribution history, as well as Synod salary guidelines identifying a \$66k-\$70k budget salary expense would be required when a new associate pastor comes on staff.
 - The council agreed to step out in faith and ask the congregation to approve beginning the call process for a new associate pastor, which will require increased giving.
- ◆ Guidelines for council minutes record keeping were reviewed. Electronic copies of the minutes for the past several years will be stored on the office computer system. A summary of council meetings will be published in *The Seed* on a timely basis and posted on the bulletin board outside the office.
- ◆ Time and talent information was distributed. It was noted that very few members responded to the survey. We may look into using an emailed digital survey to obtain more responses.
- ◆ **The Annual Congregational meeting took place January 27, 2019. With 61 voting members present, the 2019 budget of \$389,811 was approved as presented. Members also voted 57 to 4 to authorize the Personnel Committee to begin the call process for an associate pastor.**
- ◆ The next Council meeting will be February 18, 2019, at 7 p.m.

*Respectfully submitted by Debra Bell Geiser
Faith Lutheran Council Secretary
January 28, 2019*